

# **Employment profile for up to 5 tenure-track positions as Assistant professor** *ref no AN 2.2.1-1879-21, decision of the Dean on 20 December.*

*Translation from Swedish. If the meaning of the translations does not match, it is the Swedish version that applies.*

## **Relevant fields**

Natural science, technology, design, architecture or science and mathematics education

## **Qualification Requirements**

A person qualified for appointment as an Assistant professor is a person who has been awarded a PhD or has the corresponding research expertise. Primary consideration should be given to a person who has been awarded a PhD or achieved the equivalent expertise within five years prior to the deadline for application for employment as an Assistant professor. However, a person who has been awarded a PhD or achieved the equivalent expertise at an earlier date may also be considered if there are exceptional circumstances. Exceptional circumstances are sick leave, parental leave or other similar circumstances, according to chapter 4, section 4 of the Higher Education Ordinance.

The PhD or corresponding research expertise must be in a field of relevance for the Faculty.

The position requires a good knowledge of English, both spoken and written.

## **Assessment criteria**

The assessment criteria for appointment as an Assistant professor shall be the degree of the expertise required as a qualification for employment. In addition, the degree of educational expertise as well as administrative and other competences of importance shall be taken into account with regard to the subject content of the employment and the duties to be included in the employment.

### *Scientific expertise*

Scientific expertise shall be demonstrated through independent scientific productivity. The criteria for assessment are:

- Breadth and depth of research – quality and extent
- Originality in research
- Productivity
- Contributions to the international research community
- Commissions of trust within the research community
- Ability to competitively obtain research funding
- Collaboration with the surrounding community

The scientific expertise shall be in the fields of natural science, technology, design, architecture or science and mathematics education.

Primary weight in the evaluation of candidates is placed on the degree of scientific expertise assessed from scientific work published in internationally recognized academic journals and proceedings of academic conferences that apply a peer-review system. Particular emphasis shall be placed on the quality of the publications where the applicant is the first/lead or last/senior author.

Thereafter, the description of the intended research plan to be conducted within the

employment shall be given substantial weight in the selection of candidates. Applicants with a research plan that is linked to and / or complements the department's research activities are given priority.

International research experience and a postdoctoral stay at a university other than the one at which the applicant received their PhD degree are very meritorious. The documented ability to competitively obtain research funding, especially from more competitive and highly recognized funding bodies, is a merit. The demonstrated ability to independently and flexibly operate, communicate and collaborate inside and outside the academic environment is advantageous.

Furthermore, the ability to independently organize, and manage projects will be considered.

### *Pedagogical expertise*

The criteria for evaluation of pedagogical expertise are:

- ability to plan, implement and evaluate teaching and an ability to supervise and examine students at every level of education
- ability to vary teaching methods and examination forms in relation to anticipated study results and the nature of the subject
- experience of collaboration with the surrounding society in planning and implementation of education
- participation in the development of learning environments, teaching aids and study resources
- a reflective approach to student learning and one's own role as a teacher

Pedagogical expertise can be attained through education in university pedagogy, other education of relevance for teaching at a university level or documented and proven experience teaching at the university level.

Candidates who do not speak Swedish at the time of appointment are expected to learn Swedish within three years from the start of the appointment

### *Other assessment criteria*

A general basis for assessment for all teaching categories is both good cooperative skills and the expertise and suitability in general required to complete the work duties satisfactorily.

The criteria for evaluation of administrative expertise are:

- Experiences of supervision (students, postgraduate students, postdoctoral fellows)
- Participation in working groups or committees (department, faculty or university level)
- Experiences of collaboration outside the academy
- Experience of organizing research and educational activities

### **Assessment criteria and their weight**

In the selection of candidates, the degree of research expertise shall be decisive. In addition, the degree of educational expertise as well as administrative and other competences of importance shall be taken into account with regard to the subject content of the employment and the duties to be included in the employment.

### **Description of the employment**

The persons we seek will conduct research and contribute to the continued development of the research environment in their respective field. Included in the work tasks are developing pedagogical merits that include teaching in undergraduate and graduate levels, as well as

supervision of PhD students and postdocs. The person employed is expected to actively seek external funding for his or her research activities.

Employment is limited to 6 years, which consists of 75% own research and 25% teaching. The position is a “tenure-track”, which makes it possible to develop and establish a long-term research program. An Assistant Professor has the right, upon request, to be considered for promotion to Associate Professor/ Senior Lecturer.

### **Applying for promotion to Associate professor**

As assistant professor, upon request, can be promoted to Associate professor if he or she meets the requirements for employment as an Associate professor and upon review is determined to meet the qualifications for such employment according to the evaluation criteria that shall be applied for promotion to Associate professor. This promotion entails a permanent position as Associate professor.

Prior to the employment of an Assistant professor, the criteria for promotion shall be established. The criteria for promotion are established within the employment profile by the dean and are given below under the heading of ‘Promotion criteria’.

The application for promotion shall be submitted six months before the fixed-term appointment ends. If an Assistant professor after evaluation is not promoted, the fixed-term appointment ends.

### **Qualification Requirements**

According to Chapter 4, Section 4 of the Higher Education Ordinance.

Those qualified for appointment as a senior lecturer are a person who has demonstrated teaching expertise and been awarded a PhD or has the corresponding research competence or some other professional expertise that is of value in view of the subject matter of the post and the duties that it will involve.

### **Promotion criteria**

#### *Scientific expertise*

In the evaluation of the degree of scientific expertise that is required for promotion to Associate professor, the application shall be able to demonstrate a substantial scientific output within their respective field of research, with publications in internationally recognized academic journals of high quality. Primarily based on scientific activities and publications of academic work and other activities that have been performed after completion of PhD studies, it is expected that the applicant can document an independent research profile and a high degree of scientific/academic competence. The applicant shall present a clear plan for ongoing research activities and a plan for future research activities. Furthermore, the applicant is expected to document and present a competitive capacity to acquire external funding for financing their research activities; for example, through positive evaluations that are completed in connection with such applications.

The applicant is expected to demonstrate a high degree of independence, such as independence from previous supervisors/mentors. Furthermore, in a holistic evaluation the

applicant shall have achieved, for comparable teachers and researchers, a high degree according to the following criteria (listed without priority):

- quality and scope of published work
  - particular weight shall be given to publications in journals and conference proceedings that can be considered the most high-quality within their subject field
- degree of responsibility for published work
- the applicant shall have published articles as first author
- citation frequency
- theoretical and methodological competence
- capacity for originality and a progression towards independent research
- collaboration within or outside of their respective subject area, as well as
  - the applicant should have established a network and collaborations within or outside of their own research field locally, nationally or internationally
  - the applicant should have participated in collaborative activities outside of academia
- holding research grant(s) as main or co-applicant
  - the applicant should have received, as main applicant, a competitively awarded, multi-year research grant, where particular weight shall be given to grants from broad, highly regarded funding agencies such as the Swedish Research Council (VR) and the European Research Council (ERC).

#### *Pedagogical expertise*

In the evaluation of the degree of pedagogical expertise, it is expected that the applicant can document effective and diverse teaching experience (bachelor's, master's and PhD level). Particular weight shall be given to documented experience supervising thesis work at the post-graduate level and supervision at the doctoral level. It is particularly a merit if the applicant can teach in Swedish.

The applicant is expected to:

- have supervised a PhD student or post-doctoral researcher where at least one scientific publication has been produced – unless there are exceptional circumstances.
- Has been the main supervisor for at three thesis projects at the post-graduate level.

It is expected that the applicant has achieved university level pedagogical competence corresponding to at least 15 hp (ECTS) coursework in university level pedagogy, with half directed towards doctoral supervision.

#### *Administrative expertise*

The applicant shall demonstrate the ability to develop and manage activities and staff at the university (demonstrated, for example, through management duties, participation in work groups and supervision of students, doctoral students and post-doctoral fellows), ability to establish collaborations between teaching at all levels within subject field of the appointment and with other subject fields, as well as ability to collaborate with the surrounding community and the ability to independently organize research and teaching activities.